



# State of New Jersey

## DEPARTMENT OF EDUCATION

# NOTICE OF VACANCY

The COMMISSIONER OF EDUCATION invites applications from  
qualified candidates for the following:

**ISSUE DATE:** November 14, 2011

**RESUMES MUST BE RECEIVED OR**

**POSTMARKED NO LATER THAN:** December 5, 2011

Applications received after closing date may be considered if  
position is not filled.

**TITLE:** Government Representative 2 (Regional Achievement Director)

**REFERENCE #:** DOE-058-11

**POSITION #:** TBD

**BARGAINING UNIT/RANGE:** X 98

**HOURS OF WORK:** 8:15 a.m. – 4:15 p.m.

**DIVISION:** Division of Education Delivery Unit

**SALARY:** Competitive compensation commensurate with experience

**REGIONAL ACHIEVEMENT OFFICE LOCATIONS (GEOGRAPHIC AREA BY COUNTY):**

(Morris, Sussex, Warren), (Bergen, Passaic), (Essex, Hudson), (Hunterdon, Mercer, Somerset, Union),  
(Middlesex, Monmouth, Ocean), (Camden, Burlington), and (Atlantic, Cape May, Cumberland, Salem,  
Gloucester)

## DESCRIPTION

The New Jersey Department of Education is building seven regional offices that will lead the state's efforts to accelerate student learning and close the achievement gap. Of particular importance to the Department is providing high-impact support to the state's lowest-performing schools, to ensure that all students will graduate college-and career-ready. Reporting to the School Improvement Director, a Regional Achievement Director will lead each regional office and play a critical role in the Department's efforts to drastically improve student performance across the state. As one of the only leaders in the Department located "in the field," the Regional Achievement Director plays an essential role in the NJDOE's reform agenda. The Regional Achievement Director will have expertise in the full range of K-12 academic issues, including Common Core State Standards, rigorous assessments, curriculum, instruction, data use, and educator effectiveness. He/she will be an experienced and dynamic executive capable of building and leading a high-performing organization. The Regional Achievement Director will be responsible for ensuring that the state's ambitious achievement goals are met within the region, and as a result, will have tremendous authority. This work will include staffing the regional office; identifying innovative, best-in-class approaches to teaching and learning; partnering with district and school leaders on school improvement efforts; working closely with the Department's senior management team to implement priority initiatives; and effectively utilizing the Department's resources to drive educational outcomes.

- Work collaboratively with schools, districts, and NJDOE leadership to develop a strategic and implementation plan for achieving substantial improvements in student performance
- Recruit, hire, and retain top talent for the regional office
- Lead and manage regional staff of approximately 15 – 20 professionals
- Analyze regional student performance data to identify areas of need and priority interventions
- With NJDOE leadership, help establish for the region target performance metrics and strategies for tracking progress
- Build understanding of and support for the Department's key projects and performance goals among regional stakeholders
- Work with Department leadership to ensure that central office activities support the achievement of regional goals

- With regional staff and NJDOE leadership, work closely with target districts and schools to implement high-quality curriculum, assessments, and instructional practices, with a particular focus on formative assessment and the use of data
- With regional staff and NJDOE leadership, work closely with target districts and schools to improve teacher and school leader effectiveness through strategies including recruitment, placement, development, and evaluation
- Ensure that all reform initiatives reach the classroom level and improve student learning
- Help establish and coordinate a diverse, vibrant, and high-performing K-12 environment by, among other activities, partnering with charter schools and other non-district schools and strategically utilizing the inter-district choice program

## **REQUIREMENTS**

**Education:** Master's degree in education, public policy/administration, business administration, or related field.

**Experience:** Ten years of experience in education practice, policy, or management focused on outcomes. A demonstrated record of experience and knowledge of school improvement, including standards, assessments, curriculum, instruction, data use, educator effectiveness, and school culture. A clear track record of leading initiatives that drive improvements in student learning in public school systems. Proven ability to build and lead high-performing organizations and develop and implement ambitious work plans. Demonstrated ability to manage complex initiatives, build relationships, and analyze data. Proven track record as a strong consensus builder with experience inspiring exceptional and extraordinary service. Proven track record of exceptional verbal and written communication skills, including the ability to inspire and build consensus among diverse audiences. Successful examples of your experiences that demonstrate all students are capable of succeeding in college and careers. Proven track record of moving towards ambitious goals for student performance and equity.

## **OPEN TO THE FOLLOWING**

In accordance with the New Jersey First Act P.L. 2011 c.70, effective September 1, 2011, new public employees are required to obtain New Jersey residency within one (1) year of employment. Applicants must meet the requirements listed above.

## **FORWARD RESUMES TO:**

Personnel Director  
New Jersey State Department of Education  
Reference #: DOE-058-11  
PO Box 500  
Trenton, NJ 08625-0500  
Resumes may be e-mailed to: [resume3@doe.state.nj.us](mailto:resume3@doe.state.nj.us)

The New Jersey State Department of Education is an Equal Opportunity Employer, has an Affirmative Action Program, and will not discriminate against any person because of race, creed, religion, color, national origin/nationality, ancestry, age, sex/gender (including pregnancy), marital status/civil union partnership, familial status, affectional or sexual orientation, gender identity or expression, domestic partnership status, atypical hereditary cellular or blood trait, genetic information, disability, (including perceived disability, physical, mental, and/or intellectual disabilities), or liability for service in the Armed Forces of the United States, and is committed to Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act.